A Note From Staff Council President Ida Russin

The University of Vermont Staff Council would like to welcome Dr. A. John Bramley back to campus as he takes on his new role as Interim President. We thank him for stepping in to this challenging position and look forward to his leadership until a permanent president can be selected. We would like Interim President Bramley to know that many staff, like many faculty and members of the UVM community, are angered over the disproportionate salaries and severance packages for members of the administration.

While I’m not a budget specialist, I still can’t understand how we seem to find money for senior level administration of the University, when there are no funds allocated in the budget for salary increases to cover the basic rise in the cost of living for the rest of us. At this time when many staff are finding it hard to make ends meet, it is difficult to see any justification for these grand and imposing allocations that continue to erode confidence in the University’s leadership and make staff feel that their contributions hold minimal value. Staff agreed to share the impact of the tight financial budget with an understanding it would be shared by all. That no longer seems the case.

I would propose that Interim President Bramley initiate a formal review of how senior level position contracts are created, including explanations to the university community of:

- How senior level administration positions and salaries are established
- What contractual obligations are set forth within those packages including:
  - Car allowances
  - Housing allowances
  - Wellness allowances
  - Severance package agreements
  - Supplemental payment agreements
  - Insurance benefit arrangements
  - Retirement/Pension benefits

We hope to work with Interim President Bramley to find ways we can contribute to solutions that build an environment of security for staff as well as a new financial model with a balanced budget that benefits the entire UVM Community. Staff Council recognizes and appreciates the contributions of the staff and our impact on the successful experiences of the undergraduate and graduate students at UVM. We hope UVM’s administration will show their appreciation through fair and equitable compensation and benefits for all.

We welcome comments from staff on this matter and encourage you to consider filling out a contact sheet at http://www.uvm.edu/~stffcncl/?Page=contactsheet.html or emailing us at Staff.Council@uvm.edu to let us know your thoughts. We plan to present these voices to the Administration and Board of Trustees to communicate the distress that is being felt by staff throughout the University. All comments will remain confidential and all identifying information will be removed so only the words of staff will be shared.

Sincerely,

Ida M. Russin, Staff Council President
Staff Council Committees

After nearly 10 months of planning, discussion, and hard work, Staff Council unanimously voted to restructure its Standing Committees at its June 14, 2011 Meeting. The restructure resulted from a need to have more staff voices on each committee, avoid redundancy and confusion of committee charges and purview, and to allow for more efficiency and effectiveness.

Membership on the Standing Committees is open to non-represented staff*, faculty, retirees, and students. Meetings occur once a month for approximately one hour. The Time Release Policy for Community and Professional Service in the UVM Staff Handbook encourages supervisors to provide a reasonable amount of release time for non-represented staff to volunteer in this and other capacities.

Participation on a Staff Council Standing Committee is a great opportunity for those who wish to expand their knowledge of the University while working to address the needs and concerns of staff. Each Standing Committee has a distinct area of focus to provide effective advocacy on specific issues. Through outreach, research, and investigation, committees work to gain a full understanding of staff needs and concerns in order to represent them to university leaders. Through continued engagement and collaboration with these leaders, as well as organizations and departments, committees seek to find solutions that contribute to institutional efficacy while promoting a safe and welcoming culture and climate at UVM for all. The majority of the work of the Staff Council occurs within these committees and provides opportunities for multiple opinions and views to be heard and considered.

If you are interested in participating on a Standing Committee, please visit [http://www.uvm.edu/~stffcncl/?Page=staffcouncilcommittees.html](http://www.uvm.edu/~stffcncl/?Page=staffcouncilcommittees.html) and complete a Membership Form. If you have any questions or concerns, please contact the Staff Council Office at 656-4493, Staff.Council@uvm.edu or visit [http://www.uvm.edu/~stffcncl/](http://www.uvm.edu/~stffcncl/)

**Compensation, Benefits, & Budget**

The committee shall be responsible for monitoring and reviewing all matters that deal with non-represented staff compensation as they relate to conditions of employment. It shall work to educate and communicate to non-represented staff on the University's budget practices and salary raise pools as well as changes, additions or deletions to benefits.

**Personal and Professional Development & Occupational Environment**

The committee shall be responsible for monitoring and reviewing all matters that deal with personal and professional development of non-represented staff as they relate to conditions of employment. It shall work to promote the continued education of non-represented staff through training and enrichment opportunities sponsored by the university as well as outside vendors. The committee shall also address employee environment and facilities issues including ability and access concerns.

**Outreach, Assessment, & University Engagement**

The committee shall be responsible for maintaining and creating tools and initiatives to gather information from and communicate to non-represented staff. It shall work to create, interpret, and analyze the Staff Council Survey as well as organize or develop special opportunities for non-represented staff outreach and engagement. This committee shall also promote visibility of and engagement between Staff Council and the university community.

**Social**

The committee shall be responsible for planning and executing social and recreational activities for non-represented staff and the University community as well as providing community service opportunities within the university and in our larger community.

*Although the Staff Council serves as the voice and advocate for all staff, it does not have the same function as Collective Bargaining Units to which some members of the UVM staff belong. Those staff who belong to UE Local 267 are not permitted to participate in Staff Council at the request of their union.*
Over the last six months a formal review of the “Complaint Resolution and Grievance Policy and Procedures” was conducted in accordance with the schedule to regularly review all University policies. The review process resulted in an expanded policy now known as the Grievance and Mediation Policy – Staff (Non-Represented). The expanded and improved policy creates more opportunities to resolve conflicts in the workplace. The most notable changes are the following:

- Creation of a Mediation Process
- Changing of Staff Advocates to Peer Advisor volunteers
- Creation of Mediator volunteers
- Creation of a more formal and larger Staff Grievance Committee with a Chair and Vice Chair from which a Grievance Panel can be formed.
- Creation of a Grievance Process with easy to understand steps.
- Changing from calendar days to business days (defined as a business day in Waterman)
- Formalizing the implementation of grievance outcomes
- Creation of Flow Chart to understand the Grievance and Mediation Process
- Easy to understand forms that track the developments of both the Grievance and Mediation Process

Other implications that will result from the implementation of the updated policy are as follows:

- Formalized selection and training process for peer advisors, mediators, and committee members
- More transparency on where a non-represented staff member can seek help or assistance

To review the newly adopted Grievance and Mediation Policy - Staff (Non-Represented) please visit http://www.uvm.edu/policies/hr/complaint.pdf.

This and all other University policies can be found on UVM’s Institutional Policies Website http://www.uvm.edu/policies/
University News & Announcements

UVM Presidential Search

PRESIDENTIAL SEARCH WEBSITE
For more information on the Presidential Search Committee visit this website:
http://www.uvm.edu/~trustees/presidentsearch/

STAFF COUNCIL INPUT
Each governance body was asked to prepare a document that would be shared with the Presidential Search Committee address the opportunities and challenges facing the University of Vermont as well as the personal and leadership characteristics we should be seeking in our next president. You can read Staff Council’s report and those of other governance bodies here:
http://www.uvm.edu/trustees/presidentsearch/?Page=input.html

OPEN FORUMS
You can also view video recordings of the Open Forums held at the beginning of May 2011 for Staff, Students, and Faculty here:
http://www.uvm.edu/trustees/presidentsearch/?Page=input.html

To watch the Staff Open Forum video, which was attended by Staff Council President Ida Russin and Staff Council Administrator Jeff Bukowski, please refer to the following link:
http://www.uvm.edu/trustees/presidentsearch/Staff%20Forum.mp4

INVITATION TO COMMENT
It is not too late to provide additional feedback to the Presidential Search Committee. To submit input on the search through an online form visit:
http://www.uvm.edu/~trustees/presidentsearch/?Page=comment.html

If you have other questions or concerns about Staff Council’s involvement in the Presidential Search, please contact the Staff Council at 656-4493 or Staff.Council@uvm.edu

University Benefits Advisory Council

The University Benefits Advisory Council (UBAC) serves in an advisory capacity to the administration concerning policies and decision-making processes that bear on the full range of employee benefits programs at UVM.
To read the full charge given at the creation of the UBAC in 2007, visit:
http://www.uvm.edu/hrs/?Page=unibac/initialcharge.html

To read the UBAC’s most recent report to the administration from June 2011 as well as past reports, visit:
http://www.uvm.edu/hrs/?Page=unibac/reports.html

For more information about the UBAC, please visit their website at http://www.uvm.edu/hrs/?Page=unibac/intro.html
University of Vermont Staff Council has partnered with the Greater Burlington YMCA to organize a School Supply Drive throughout the month of July and the first week of August that will benefit students in 20+ communities in our area.

Supplies Needed

- Backpacks
- 2” and 3” Binders
- Pens
- #2 Pencils
- Markers
- Crayons
- Loose Leaf Paper (Wide Rule)
- Folders
- Rulers
- Glue/Glue Sticks
- Erasers
- Pencil boxes

Drop Off Locations

Donations can be dropped off at the following locations around the University.

Staff Council Office  Bailey/Howe Library  Physical Plant  Davis Center
313 Waterman 284 East Ave.  3rd Floor Information Desk

For more information contact the Staff Council at Staff.Council@uvm.edu or 656-4493

** Deadline for all Donations is Friday, August 5, 2011 **

Organized by the University of Vermont Staff Council
University News & Announcements

2011 Great Escape Tickets are now available in the Staff Council Office.

UVM employees, retirees and family members are eligible To purchase Tickets, please visit the Staff Council Office, 313 Waterman M-TH 8am - 3:30pm and F 9am - 1pm
For more information, please call 802-656-4493 or email at Staff.Council@uvm.edu

Only Cash and Check Made out to UVM will be accepted.

This discount offer is part of the Staff Council Social Committee’s fundraising efforts

Discounted Ticket Prices:
Adults & Children: $29.00 ($45.99 + tax at the gate)
Children age two and under are free!
The parking fee per car is $12.00 at the Great Escape Park.

Operating Dates:
The Great Escape Park and Splashwater Kingdom have a limited operating schedule now through June 14th. Daily operations begin June 15th through Labor Day, September 5th.

If you are unable to stop by the Staff Council Office during our business hours to purchase your tickets, you may now order tickets online. UVM employees and retirees may purchase tickets online through our own Six Flags site. These “print and go” one-day tickets are $31.00 + tax = $31.54. There is a $5.00 processing fee per online order.

Additional information may be found by visiting www.sixflags.com

UVM’s Online Order Link for Six Flags: https://shopsixflags.accesso.com/clients/sixflags/affiliate/index.php?m=13575
Username: UVM
Password: SixFlags13
UVM Staff and Retirees benefit from discounted bulk rates when they purchase Jay Peak Golf Vouchers through UVM’s Staff Council Office. Rates include a round of golf (18 holes) and a cart.

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<th>ALMOST ANYTIME with cart</th>
<th>RETAIL</th>
<th>UVM</th>
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<tr>
<td>(7 days a week, not including Saturdays and Sundays before noon)</td>
<td>$79</td>
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<th>SATURDAY &amp; SUNDAY AM with cart</th>
<th>RETAIL</th>
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<td>(Before noon)</td>
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The Jay Peak Championship Course has received widespread acclaim from publications like Golf Digest, Golf Vermont and The Best of Northeast Golf. Each hole features 5 sets of tees allowing for all levels of play by adjusting the angle and length of the course from 5,000 yards to nearly 7,000 yards. Call (802)988-GOLF for tee-times. Click here, and go to their website for more information.

Pick up Golf Vouchers at UVM’s Staff Council Office, at 313 Waterman Building. We accept checks (made payable to UVM) or cash. If you have questions, please contact the Staff Council Office at 656-4493 or Staff.Council@uvm.edu.

This discount offer is part of the Staff Council Social Committee’s fundraising efforts.
Staff Appreciation Week 2011

UVM’s Staff Appreciation week is September 19-23, with three major events:

- **The Social on the Green** (Monday, September 19 with lunch served from 11:30 AM to 1:00 PM) is a fun celebration for all staff. Join us under the tent in front of the Fleming Museum for a meal provided by the President’s Office and University Dining Services. Enjoy the jazz ensemble, great conversation and a chance to win one of a number of raffle gifts. **Note that we are making changes to the set-up in order to serve more people faster. The serving line will be open from 11:30 AM to 1:00 PM.**

- **The 10-Year Luncheon** (Wednesday, September 21 at 12:00 noon) honors those staff who have served the University for ten years. This meal, hosted by Provost Jane Knodell, is by invitation only and an RSVP is required. (Invitations have not gone out yet, but will be sent in the near future.)

- **The Staff Recognition Dinner** (Friday, September 23, at 5:30 PM at the Davis Center) honors those staff celebrating 15 or more years of service to UVM. This evening gathering, emceed by Vice President Gary Derr, is also by invitation only and an RSVP is required. (Invitations have not gone out yet, but will be sent in the near future.)

The Staff Council Office is working to firm up the date of the reception for **The University of Vermont Staff Art Exhibit** (Celebrate Staff! Celebrate Art!) which we hope will fall during the Staff Appreciation Week events.

Supervisory Learning Series

HRS is pleased to announce that a new **Supervisory Learning Series will begin in October.** This comprehensive program of supervisory essentials is designed to offer a solid foundation for both new and experienced first-line supervisors. During the 50 hours of instruction participants will:

- Explore the roles and responsibilities of a supervisor in the University environment
- Explore ethical leadership and discuss what it means to lead with integrity
- Understand common legal issues and apply Federal and State guidelines
- Learn how to model a commitment to cultural competency and diversity
- Develop an appreciation for the importance of effective communication and feedback
- Explore the value and challenges of collaboration in the workplace
- Develop and practice tangible skills that will help enhance the supervisory experience

Complete program details and nomination forms can be found at: [www.uvm.edu/hrs/sls](http://www.uvm.edu/hrs/sls).

Financial Planning for Retirement

HRS is developing a Financial Planning for Retirement series that will debut this fall with a week of seminars and workshops. UVM’s retirement savings account vendors will offer a variety of presentations and will spend extra time on campus to meet with faculty and staff. More information will be published soon.

Retirement Savings Plan One-on-One Opportunities

For benefits-eligible faculty and staff who are already involved in the UVM Retirement Savings Plan, individual retirement plan counseling sessions with the vendors are available by appointment. To set up a one-on-one counseling session for your retirement plan, please make an appointment directly with the appropriate vendor. See our web site for contact information.

UVM’s Human Resource Services: Trusted Partner... Smart Solutions
Modern drama with timely topics, powerful parables of morality, a holiday family favorite and raucous Restoration comedy are what’s in store when the UVM Department of Theatre presents its 2011-2012 Season with discounted subscription packages on sale July 20th.

The season opens with STOP KISS the award-winning play by Diana Son running September 29 – October 9. Directed by Gregory Ramos STOP KISS is a poignant and funny play about the ways, both sudden and slow, that lives can change irrevocably. When Callie and Sarah unexpectedly fall in love their first kiss provokes a violent attack that transforms their lives and the people in their lives in a way they could never anticipate. STOP KISS contains mature material not recommended for younger audiences.

THE GOOD WOMAN OF SETZUAN with parables of morality, good versus evil and human society takes to the Royall Tyler stage November 3 – 13th. Written by Bertolt Brecht with English translation by Eric Bentley and directed by Peter Jack Tkatch THE GOOD WOMAN OF SETZUAN will be a theatrical event not to be missed. Patricia Clapp’s THE TOYS TAKE OVER CHRISTMAS returns for it’s 21st season of family fun December 3 & 4 with tickets going on sale October 19 and the season closes with THE BEAUX’S STRATAGEM a raucous Restoration comedy by George Farquhar with adaptation by Thornton Wilder and Ken Ludwig (Lend Me a Tenor) running February 16 – 26th. Directed by Sarah Carleton THE BEAUX’ STRATAGEM tells the tale of two young men from London who have lost their fortune and attempt to gain it back with a strategy to marry wealthy women.

Subscription packages are available by mail or on line at www.uvmtheatre for the three main productions and THE TOYS TAKE OVER CHRISTMAS tickets may be purchased early with a subscription. Subscription packages are $48 and under, single performance tickets run $18 – $7 and Toys tickets are $13 for all adults and $8 for all children. Discounts are available for groups of 10 or more for our main stage performances. ASL interpreted and Audio Description for the blind and hearing impaired are available at the Sunday matinee performances. The box office will open for walk up, phone and single ticket sales September 8th.

For more information or to order subscriptions visit www.uvmtheatre.org or call 802-656-2094 after September 8th.

* Please note that the UVM Theatre Marketing Office will be closed the week of August 1st and subscriptions purchased online will be processed the following week.
Are you thinking about starting or expanding your family?

IF YOU ARE A WOMAN:
- Between the ages of 18 and 40
- Plan to conceive in the next year
  AND
- Have never had a child before
  OR
- Have had preeclampsia in the past
  OR
- Have Type 1 diabetes
- Have personal or family history of hypertension or preeclampsia

THEN

We would like to speak with you. We are recruiting healthy women who wish to conceive for a study on preeclampsia. Preeclampsia is a disease of pregnancy, associated with high blood pressure and protein in the urine in pregnant women. It can be dangerous to both mother and baby. In this study, we will be looking at the way differences in body function can contribute to the development of preeclampsia.

We will provide you with ovulation detection kits to aid timing your conception. Financial compensation of up to $375 is provided.

If you are interested in participating, or would like to know more, please call (802) 656-0309 and leave your name and phone number. You can also email Carole McBride at carole.mcbride@uvm.edu

Sustainably-grown vegetables, herbs and flowers will be sold weekly in front of the Bailey/Howe Library, starting July 26th and continuing through September 27.

The farm stand will be open on Tuesdays from 2:30pm to 5:30pm.

On July 26th, seasonal offerings include summer squash, cucumbers, basil, scallions, an array of tender lettuces, and much more. Very soon, as the growing season progresses, shoppers can look forward to sweet corn, heirloom tomatoes, melons, potatoes, an array of sweet and hot peppers, and winter squash. Flower bouquets are also available weekly.

The Farmer Apprentice Program, through Continuing Education, is a 5-month intensive program designed to teach potential future farmers through hands-on experience in the field, classroom lecture, and field trips. The education is not limited to simply growing vegetables, but marketing them as well!

Please come and let us share the bounty with you!!

For more information on our program and students, visit our blog at learn.uvm.edu/farmerblog/
Montreal Botanic Gardens Tour  
Monday, September 19, 2011

You will not want to miss this day tour to one of the world's top garden attractions, the Montreal Botanic Gardens, and a chance to see their famous Chinese lantern display. Leaving the Horticulture Research Center in So. Burlington (behind Heritage Ford off Rte. 7 south) at 8am, returning around 7pm, we'll travel in a Premier luxury coach. This tour is sponsored by Green Works, the Vermont Nursery and Landscape Association, with collaboration from the Kings Garden at Fort Ticonderoga and UVM Extension.

Refreshments will be served going and coming, and the videos on the bus will give you an overview of these gardens--the second largest in the world--and show you the development of them on the way up, and showcase other gardens including ones from England on the way back. The tour price includes admission to the greenhouse conservatories and gardens. Lunch may be purchased at the gardens, or you may bring your own. Keep in mind the mileage alone (figured at the federal rate) if you drove would be more than the total price of this tour, would entail dealing with Montreal traffic, and wouldn't even include parking and gardens admission, as well as the chance to meet and learn from others with garden interests—all part of this tour.

This tour is timed to coincide with the Chinese lantern display. This display of hundreds of hand-made silk lanterns is of course stunning at night, but is even more colorful and easily seen in daylight. The theme this year is "The First Emperor." In addition to the lanterns strung along walks, each year the main display represents a new theme and new lanterns, some floating in the pond, some over 10 feet high. This display is found throughout the largest Chinese garden outside China (done in the style of the Ming Dynasty), where you'll also find the largest Penjin (Chinese bonsai) collection in North America. Nearby you'll find the modernistic Japanese garden, tea room and bonsai collection; and many specialty gardens such as rock garden, perennials, roses, design ideas, trees and shrubs. The 11 greenhouses have changing seasonal displays, and extensive collections of plants such as orchids, begonias, ferns and cacti. Included is a free tram ride with commentary around the gardens.

Any family or friends interested in joining you? Send in your registration NOW in order to guarantee seats on this relaxing, comfortable and educational tour which usually sells out early.

For more information and to complete a registration form, visit http://greenworksvermont.org/2011/07/20/montreal-botanic-gardens-tour-monday-september-13-2010/

Required for border crossing will be one of the following: U.S. passport, passport card, or Enhanced Drivers License. If you need to obtain one of these, please allow at least 4 to 6 weeks.

Cost is $65 per person ($59 per person for Green works members and Vermont Master Gardeners). Tour cost includes luxury motor coach, refreshments throughout the trip, and admission.

Confirmation and further details will be provided prior to the trip. Return registrations by August 30 to: Leonard Perry, Dept Plant and Soil Science--UVM, Burlington, VT 05405. Questions? leonard.perry@uvm.edu
University News & Announcements

Wondering About Your Memory?

Who said they were going to bring dessert?
What did I come in here for?
When was I supposed to be at the dentist?
Where did I put those documents?
Why do directions seem more complicated?

If you are a post-menopausal woman between the ages of 50-60 and 70+ and want to help us learn more about memory, you may be eligible to participate in a research study being conducted at the Clinical Neuroscience Research Unit at UVM. Monetary compensation up to $400.

Want to find out more? Call Sally Ross Nolan, M.S. at 802 847-9488
www.uvm.edu/~cnru

2011 Convocation Ceremony
Sunday, August 28, 2011, 6:00pm
Patrick Gymnasium Complex

For more information, please visit:
http://www.uvm.edu/~presdent/ceremonies/convocation/

First-year summer reading book: The Immortal Life of Henrietta Lacks by Rebecca Skloot, chronicles the life of Henrietta Lacks, a poor black tobacco farmer whose cells were taken without her knowledge. These cells became one of the most important tools in medicine leading to numerous medical advances.

For more information contact Kelly O'Malley, Coordinator of Ceremonial Events at (802) 656-3272 or by email to: Academic_Ceremonies@uvm.edu
**University News & Announcements**

**Staff Council Meetings**

<table>
<thead>
<tr>
<th>August</th>
<th>September</th>
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<tbody>
<tr>
<td>Council Meeting: Tues. Aug. 2nd</td>
<td>Council Meeting: Tues. Sept. 6th</td>
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<tr>
<td>12:05 pm to 1:30 pm</td>
<td>12:05 pm to 1:30 pm</td>
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<tr>
<td>Memorial Lounge, Waterman</td>
<td>Livak Ballroom, Davis Center</td>
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For a complete list of Staff Council Meetings, visit [http://www.uvm.edu/~stffcncl/?Page=meetingschedule.html](http://www.uvm.edu/~stffcncl/?Page=meetingschedule.html)

**Staffline**

**Submission & Distribution Schedule**

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<tr>
<th>Edition</th>
<th>Submission Deadline</th>
<th>Distribution of Staffline</th>
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<tbody>
<tr>
<td>Summer</td>
<td>Friday, June 17, 2011</td>
<td>Monday, August 1, 2011</td>
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<tr>
<td>September</td>
<td>Friday, August 12, 2011</td>
<td>Thursday, September 1, 2011</td>
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<td>October</td>
<td>Friday, September 16, 2011</td>
<td>Monday, October 3, 2011</td>
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<td>November</td>
<td>Friday, October 14, 2011</td>
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<td>December</td>
<td>Friday, November 11, 2011</td>
<td>Tuesday, December 1, 2011</td>
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<td>January</td>
<td>Friday, December 9, 2011</td>
<td>Tuesday, January 3, 2012</td>
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<td>February</td>
<td>Friday, January 13, 2012</td>
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<td>March</td>
<td>Friday, February 17, 2012</td>
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<td>April</td>
<td>Friday, March 16, 2012</td>
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<td>May</td>
<td>Friday, April 13, 2012</td>
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<td>June</td>
<td>Friday, May 18, 2012</td>
<td>Friday, June 1, 2012</td>
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<tr>
<td>Summer</td>
<td>Friday, June 15, 2012</td>
<td>Wednesday, August 1, 2012</td>
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**Spotlight on Staff Submissions**

As staff members we all contribute something unique and valuable to the UVM community in both our professional and personal endeavors. Have you or someone you know at UVM accomplished something you would like to share with your colleagues? If so, we want to know about it and include it in *Staffline*.

Simply email [Staff.Council@uvm.edu](mailto:Staff.Council@uvm.edu) with “Spotlight on Staff” in the subject line and tell us about it.

**CONTACT STAFF COUNCIL**

Do you have an idea, suggestion or concern you would like the Staff Council to know about or investigate? If yes, consider filling out a Staff Council Contact Sheet to let us know. Contact sheets can be found on our website at [www.uvm.edu/~stffcncl/?Page=contactsheetsheet.html](http://www.uvm.edu/~stffcncl/?Page=contactsheetsheet.html)

**ANNOUNCEMENTS**

Do you have an announcement you would like to make in *Staffline*?

If yes, please let us know. Email [Staff.Council@uvm.edu](mailto:Staff.Council@uvm.edu)